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# **MONTANA'S HUMAN RIGHTS BUREAU**

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Montana Human Rights Bureau**

# WHAT IS THE HUMAN RIGHTS BUREAU?

State agency charged with enforcing the Montana Human Rights Act and Governmental Code of Fair Practices

First step in the administrative process

Exclusive remedy

Neutral

Contract with federal government (EEOC) to investigate employment discrimination





### Intakes

The Bureau investigates complaints of discrimination and mediates between parties to resolve issues.



### Provides Education and Outreach

The Bureau offers guidance and resources to help employers, housing providers, and the public understand their rights and responsibilities under anti-discrimination laws.



### Investigations

The Montana Human Rights Bureau enforces state and federal laws prohibiting discrimination in employment, housing, public accommodations, and education.



### Mediation Voluntary Resolution Services

The Bureau works to promote equal opportunity and prevent discrimination through education, training, and outreach programs.

# What does the Human Rights Bureau do?

# INTAKES

Contact

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Complaint draft by Bureau

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Self-drafted complaint

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Return signed copy

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Notify Respondent

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Dual filing

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# INFORMAL INVESTIGATION

1

Witness  
interviews

2

On-sites

3

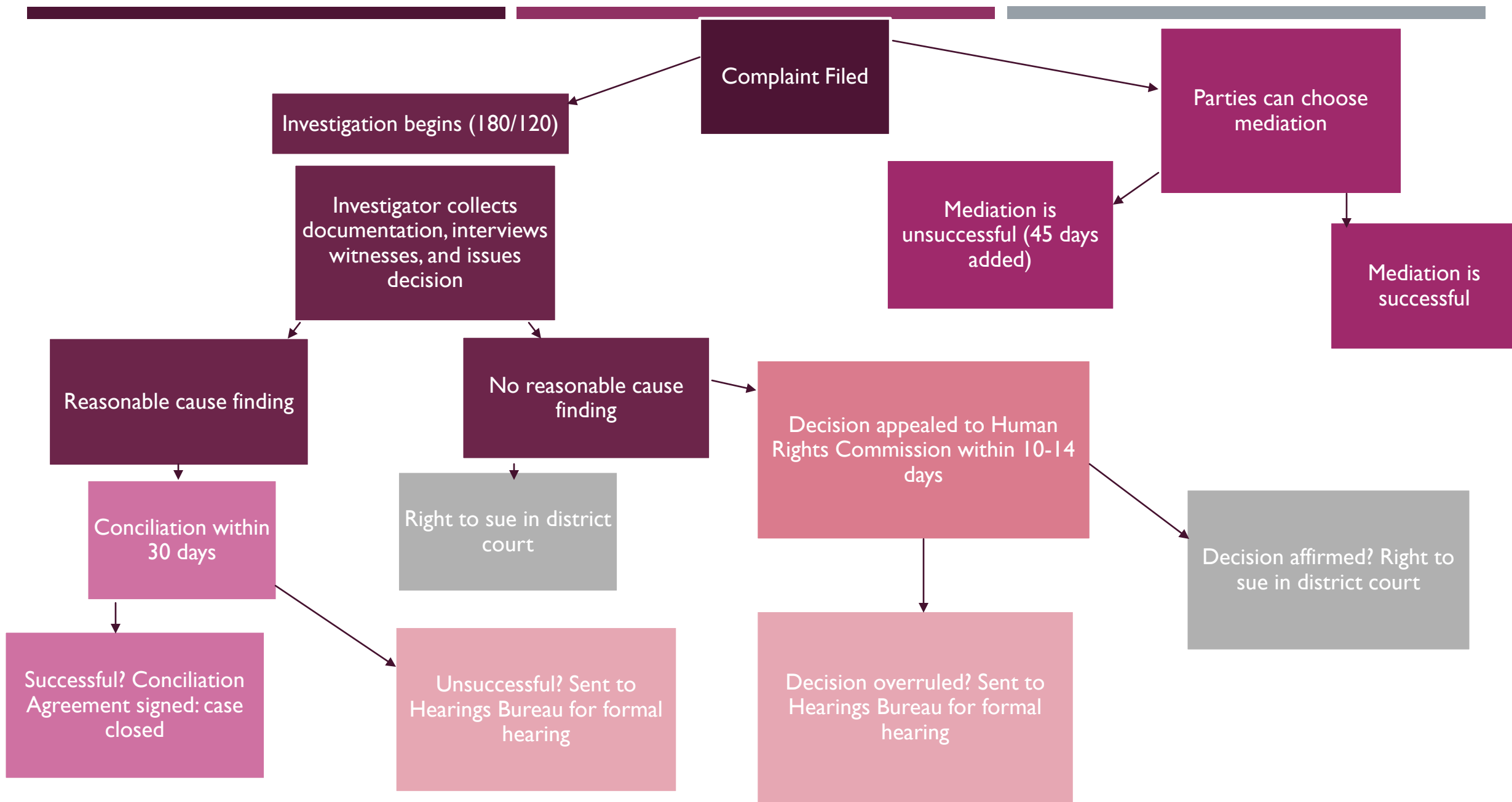
Document  
review

4

Comparative  
Data

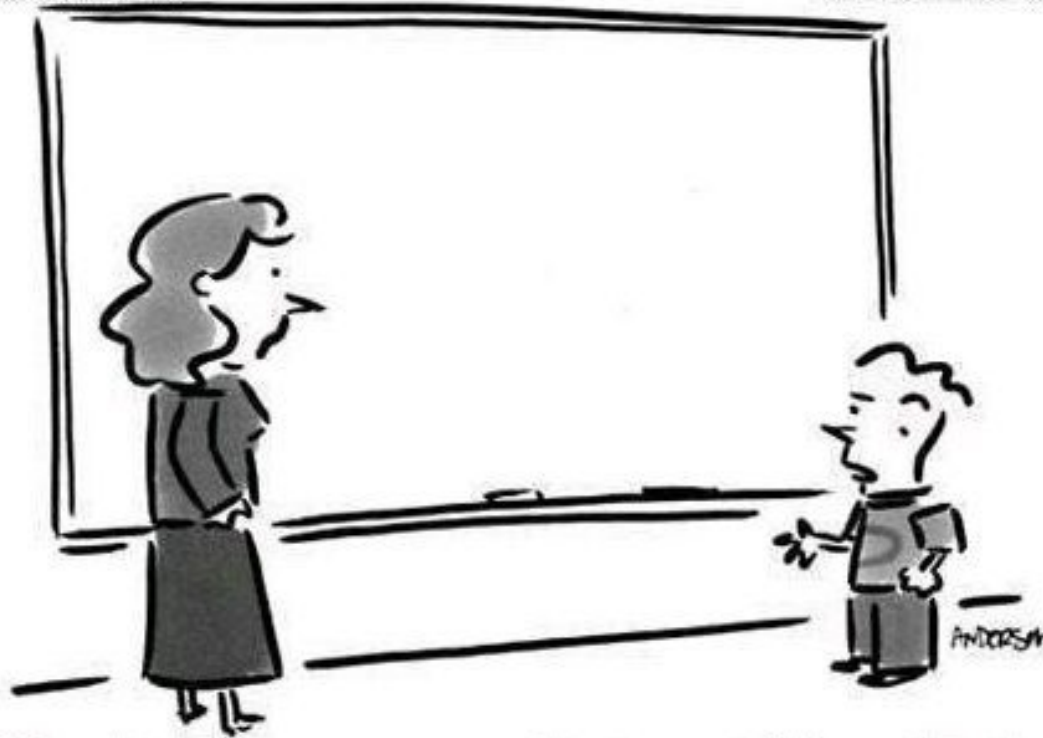
5

Research



© MARK ANDERSON

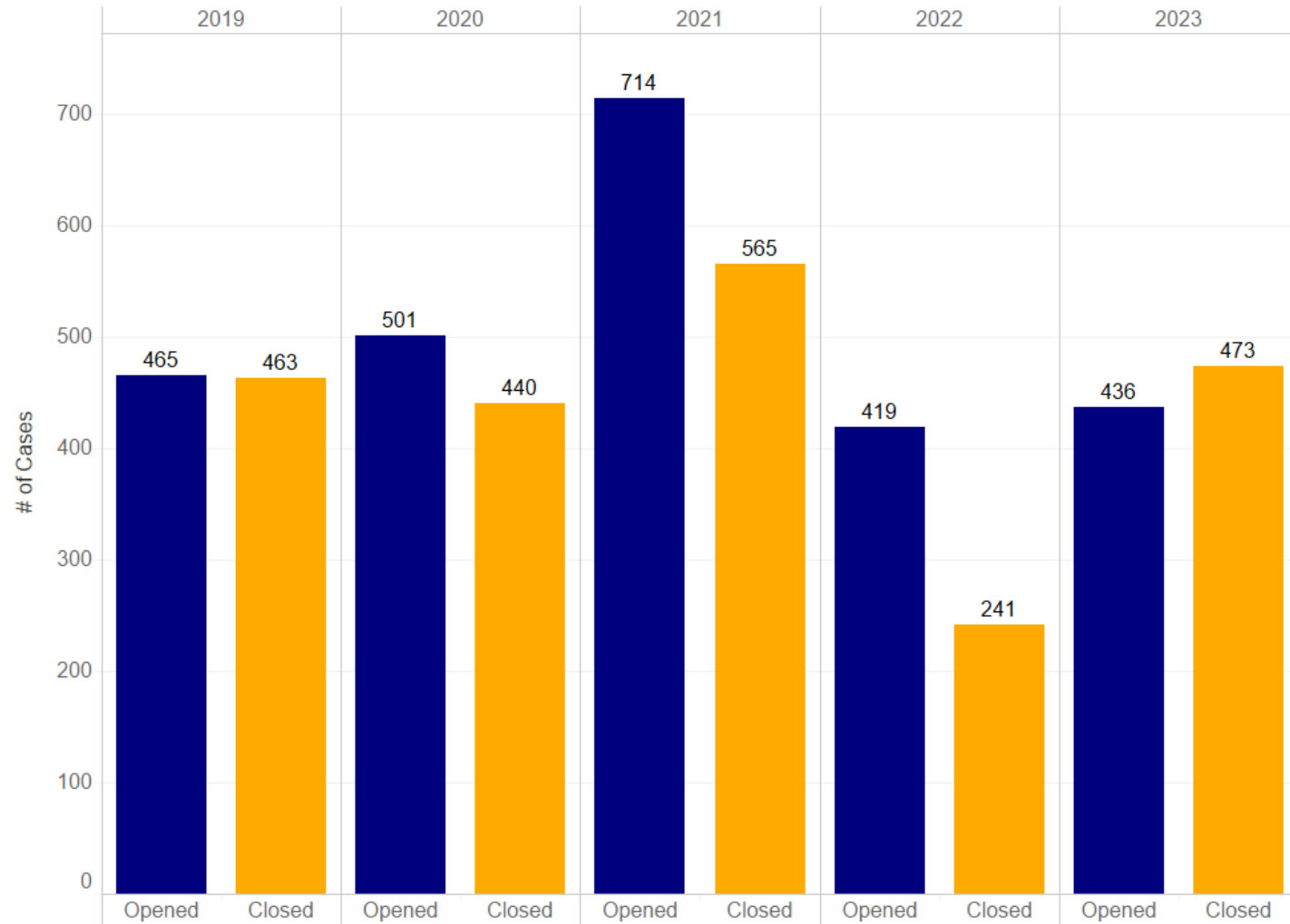
WWW.ANDERTOONS.COM



"Before I write my name on the board, I'll need to know how you're planning to use that data."

TIME FOR  
SOME DATA!

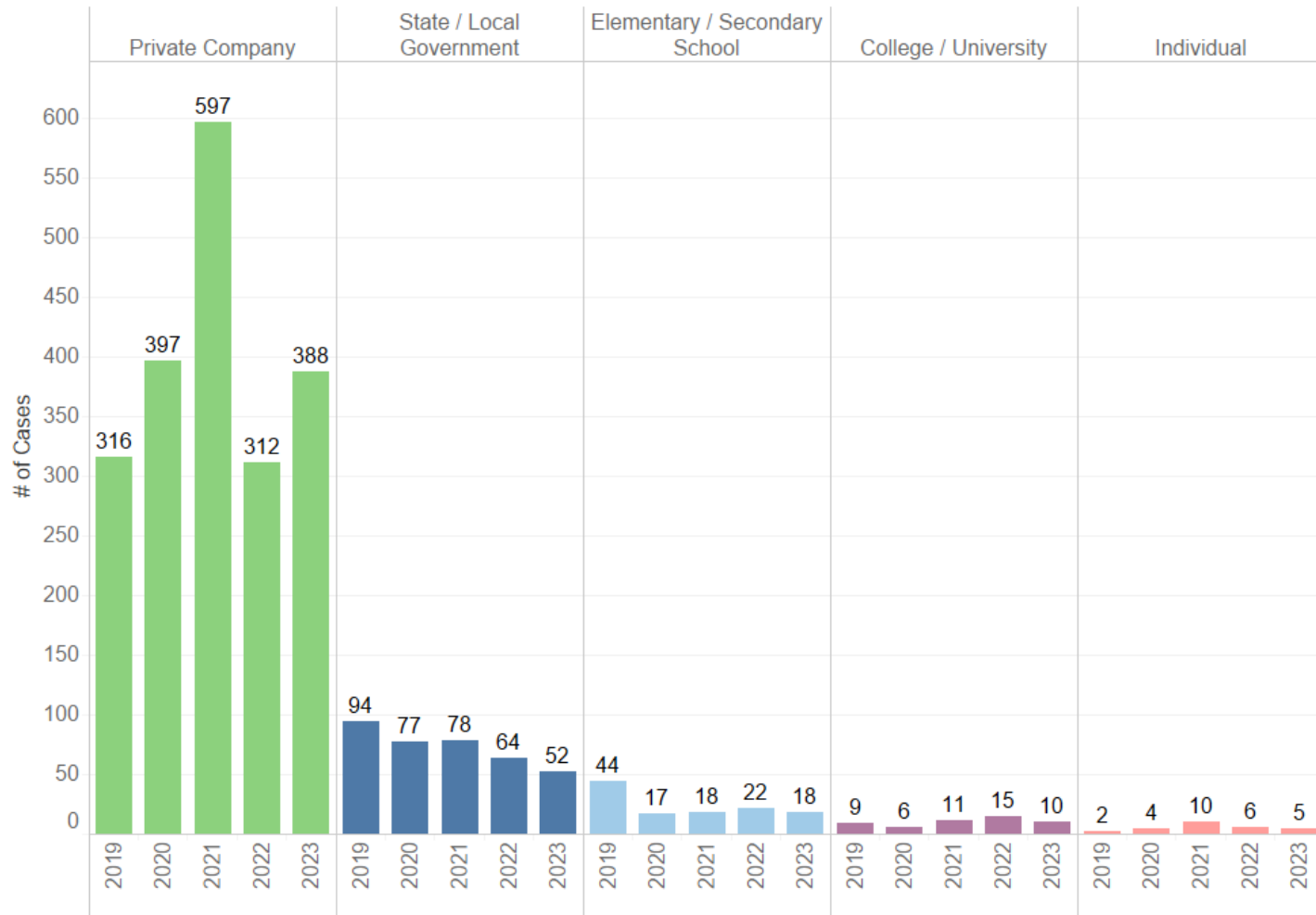
## Total Number of Human Rights Cases



This dashboard displays the total number of human rights cases opened and total number of human rights cases closed for a given year.

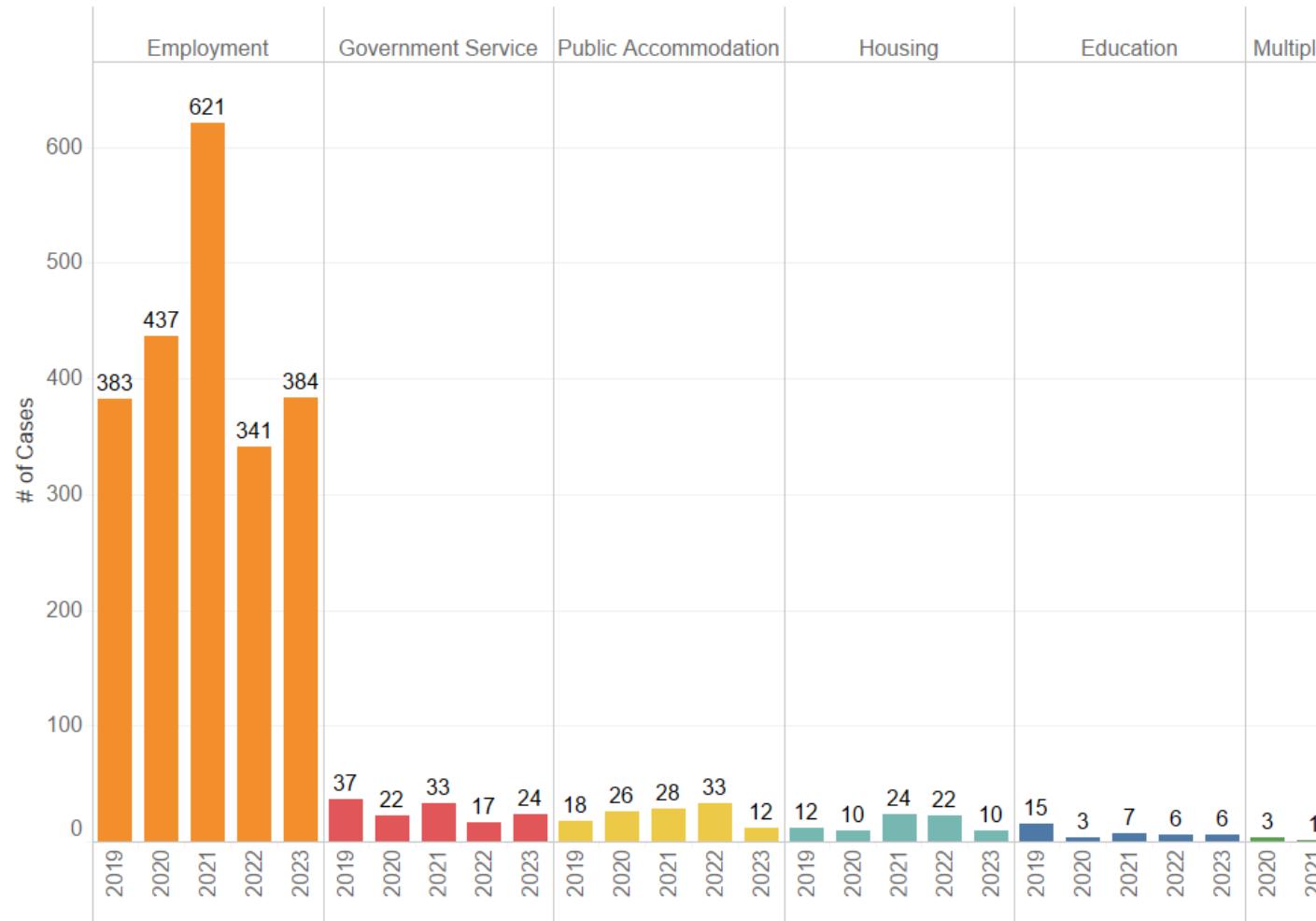


## Respondent Type



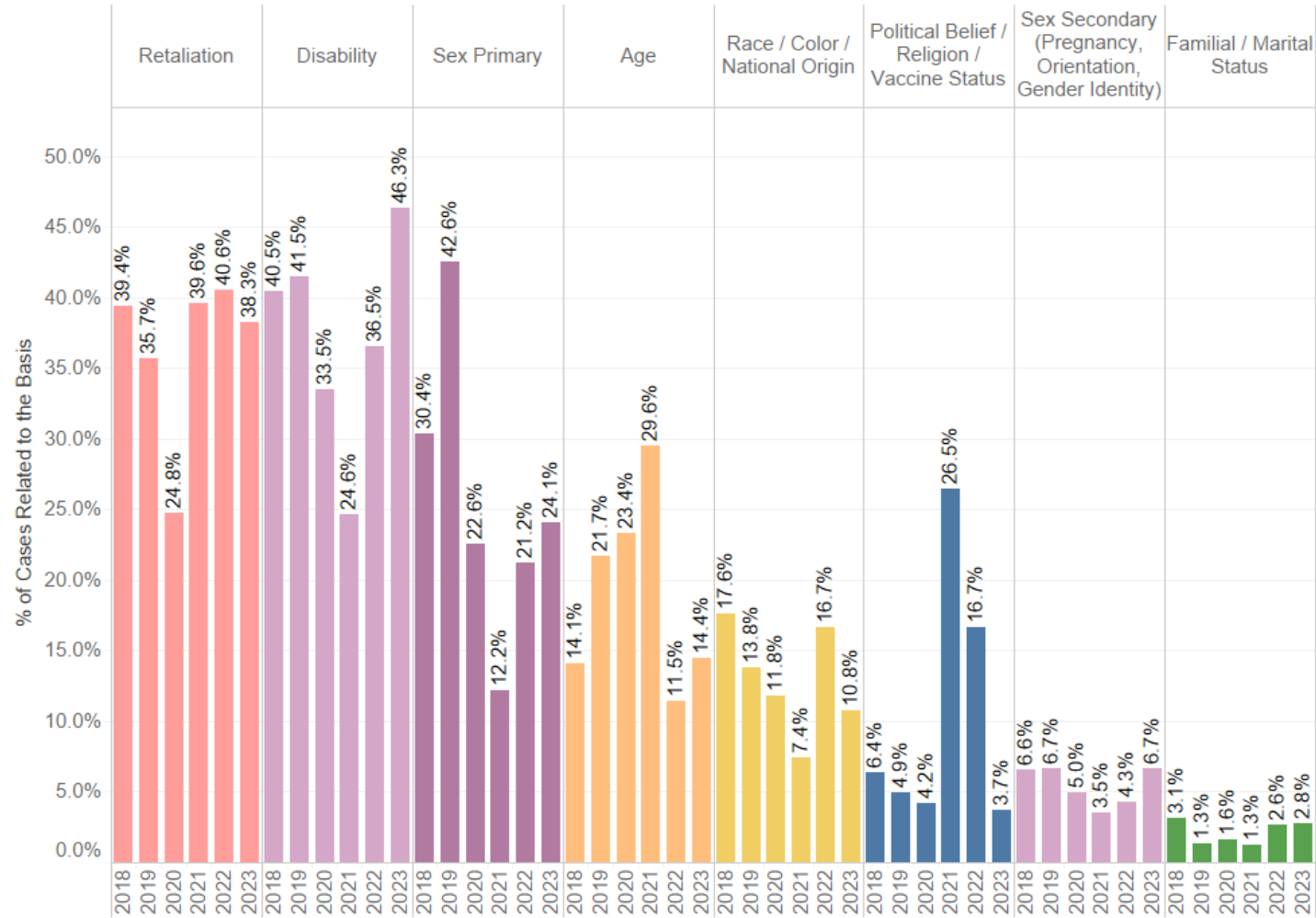
This dashboard includes the total number of human rights cases filed against a given type of respondent for a given year. Example: In 2018, 379 human rights cases listed a private company as the respondent.

## Area of Discrimination



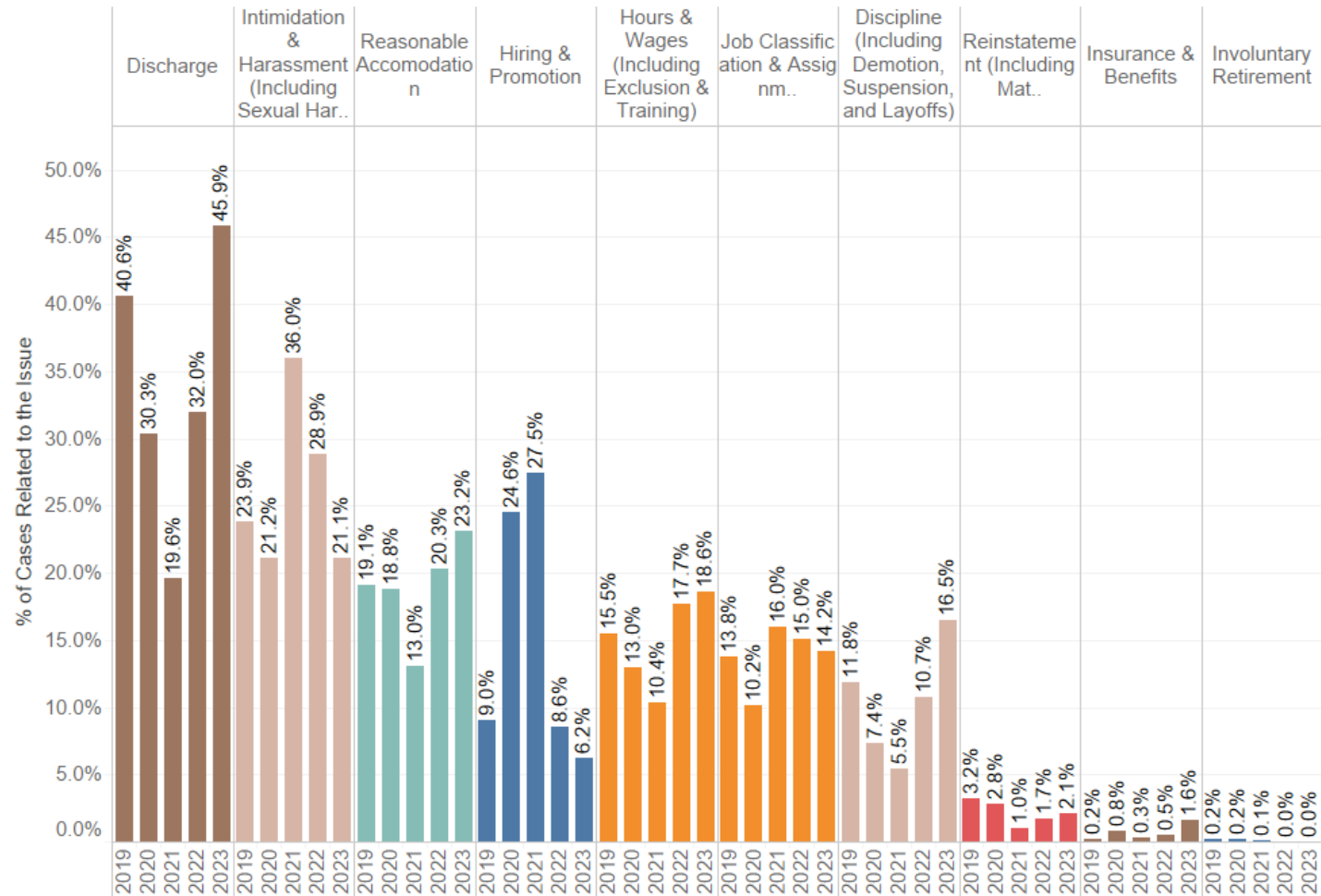
This dashboard includes the total number of human rights cases filed in a given discrimination area for a given year. Example: In 2018, 444 human rights cases were filed on matters of employment.

## Basis of Discrimination (Percent Prevalence)



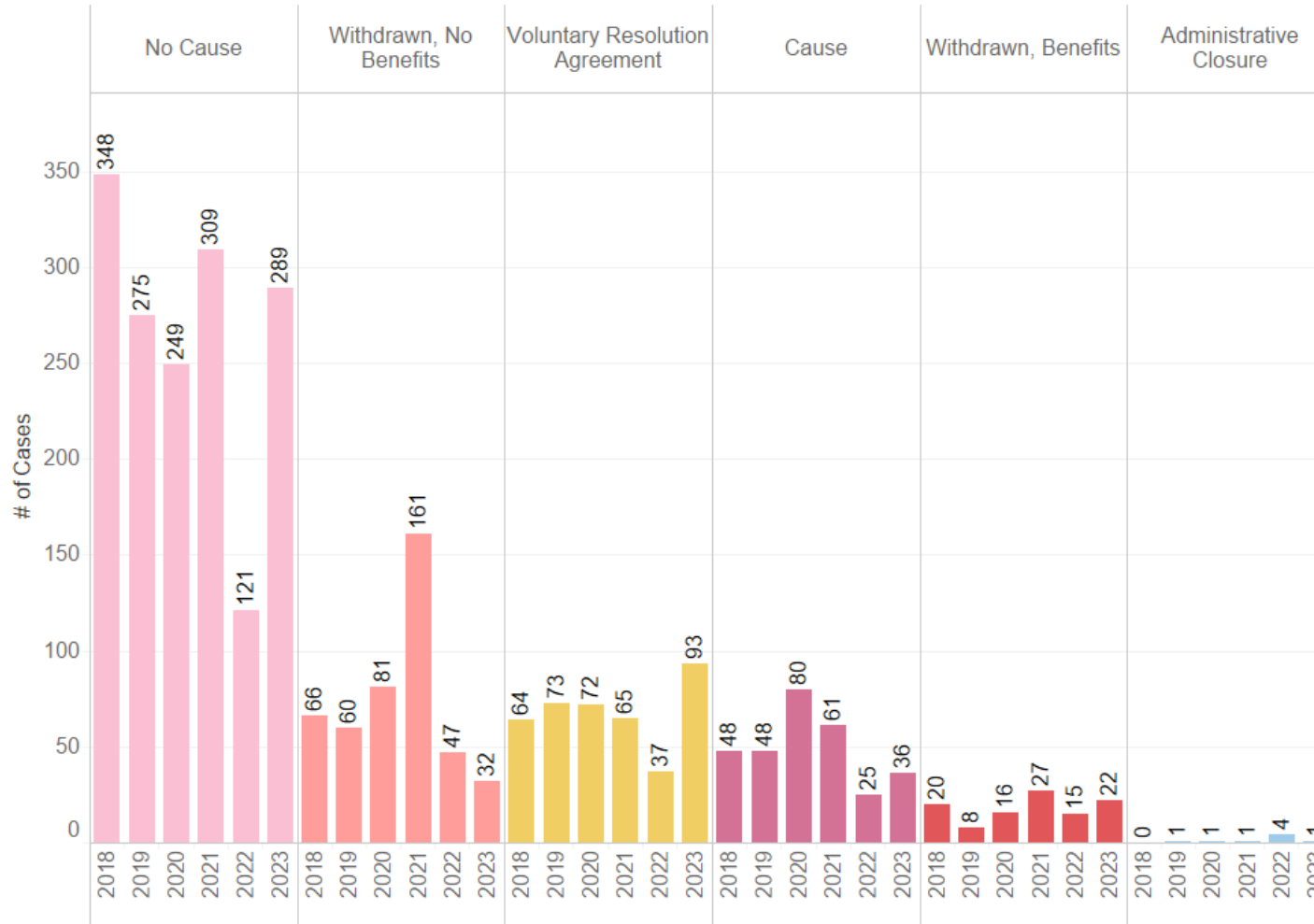
Discrimination cases must be filed on the basis of a protected class. Because some cases are connected to multiple protected classes, basis of discrimination is measured as a percentage. For example, in 2018, 39.4% of all human rights cases were filed on the basis of re..

## Issue of Discrimination (Percent Prevalence)

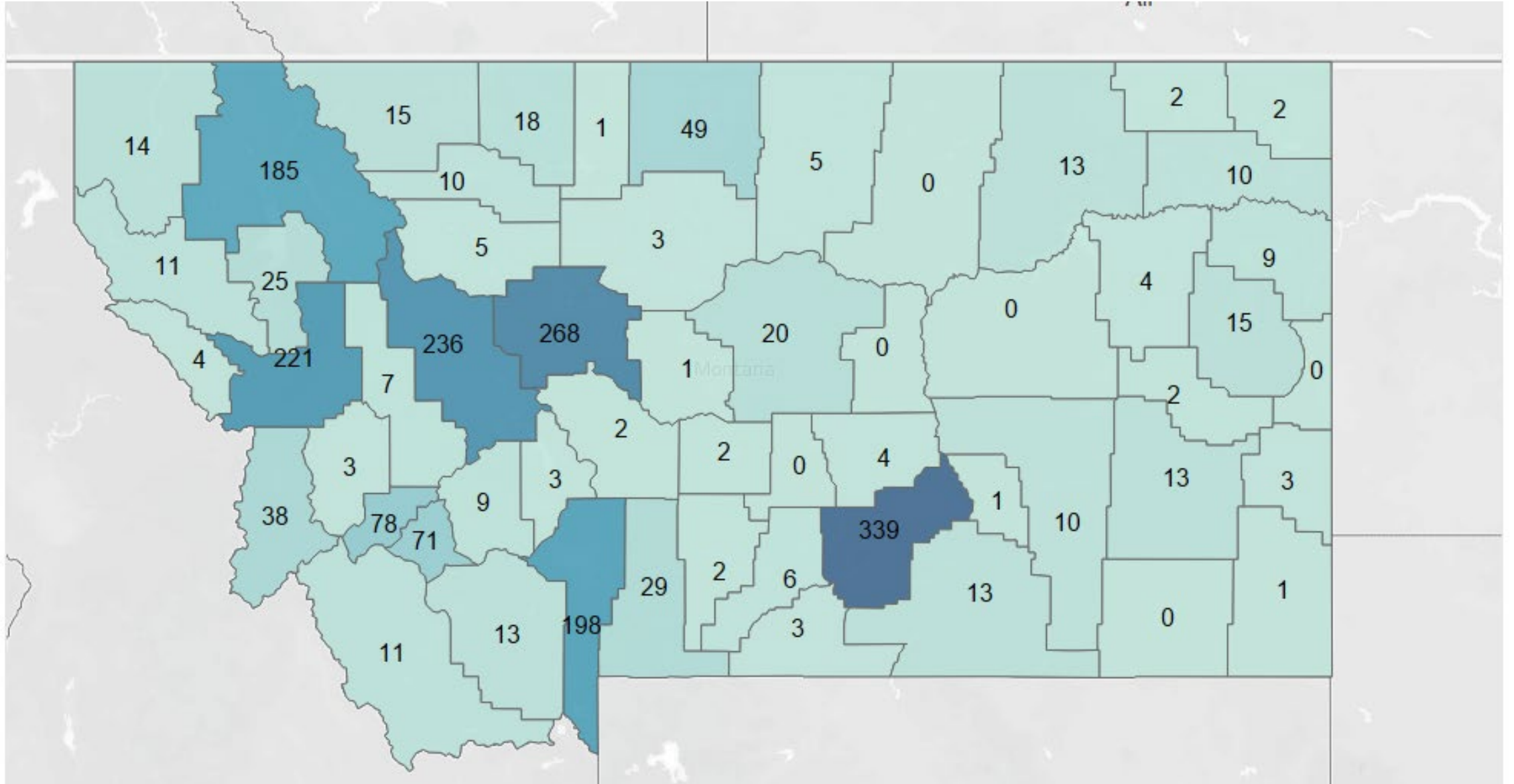


Discrimination cases must be filed for at least one discriminatory action or "issue". Because some cases relate to multiple actions, issue of discrimination is measured as a percentage. For example, in 2018, 39.9% of all human rights cases were filed in response to discriminatory discharge.

## HRB Decision

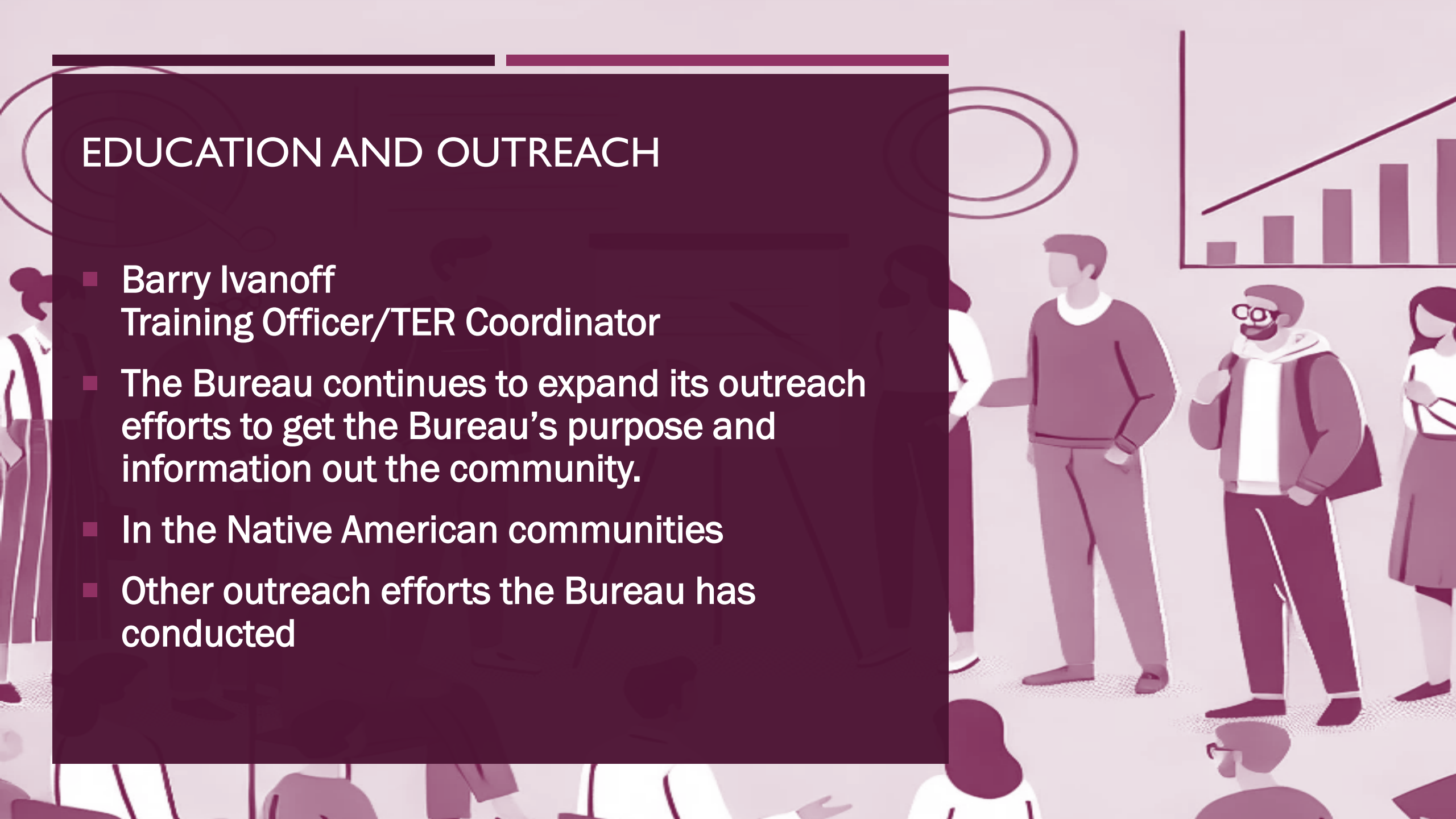


This dashboard includes the outcome of human rights cases closed in a given year. Example: In 2018, 348 human rights cases were closed with the Human Rights Bureau concluding "no cause".



## EDUCATION AND OUTREACH

- Barry Ivanoff  
Training Officer/TER Coordinator
- The Bureau continues to expand its outreach efforts to get the Bureau's purpose and information out the community.
- In the Native American communities
- Other outreach efforts the Bureau has conducted



## EDUCATION AND OUTREACH

Some areas we will be trying to focus outreach efforts in the coming year:

- Continue our outreach efforts in the Native American communities.
- Follow thru with training for the cannabis industry.
- Conducting outreach and training for on small businesses, as well as bars/taverns/restaurants.







## **THE BUREAU PROVIDES FREE VOLUNTARY RESOLUTION/MEDIATION**

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**The Bureau is trained to provide voluntary  
resolution/mediation services.**

**IT IS COMPLETELY VOLUNTARY.**



## BENEFITS OF VOLUNTARY RESOLUTION THROUGH VROC

FASTER RESOLUTION

COST-EFFECTIVE

CONFIDENTIALITY

NO FAULT AGREEMENT

FLEXIBILITY IN OUTCOMES

## RESOURCES:

MONTANADISCRIMINATION.MT.GOV

YOUTUBE CHANNEL

[WWW.EEOC.GOV](http://WWW.EEOC.GOV)

[HTTPS://ERD.DLI.MT.GOV/HUMAN-RIGHTS/](https://ERD.DLI.MT.GOV/HUMAN-RIGHTS/)

[HTTPS://ERD.DLI.MT.GOV/DATA-DASHBOARDS/HUMAN-RIGHTS-BUREAU-CASES](https://ERD.DLI.MT.GOV/DATA-DASHBOARDS/HUMAN-RIGHTS-BUREAU-CASES)

**THANK YOU!**



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